



Policy Document	Environmental Policy
Author	Jordan Rosser/ Gareth Griffin
Lead Officer	Jordan Rosser/ Gareth Griffin
Date of issue	18/01/2024
Date of review	03/12/2025
Version	2.0
Signed:	

Purpose

This Environmental Management Policy has been developed in alignment with ISO 14001:2015 Environmental Management Systems standards. Our environmental management practices, procedures, and commitment to continual improvement are designed to meet ISO 14001 requirements.

While we are currently working towards formal ISO 14001 certification through third-party assessment, this policy reflects our commitment to:

- **Environmental Protection** - Preventing pollution and minimising our environmental impact across all business activities
- **Legal Compliance** - Meeting all applicable environmental legislation and regulatory requirements
- **Continual Improvement** - Systematically improving our environmental performance year-on-year
- **Resource Efficiency** - Reducing waste, energy consumption, and carbon emissions
- **Sustainable Procurement** - Prioritising local and environmentally responsible suppliers

We review this policy regularly to ensure continued alignment with ISO 14001 standards and evolving best practices in environmental management. Our environmental approach supports NHS Wales' net zero carbon goals and the Well-being of Future Generations (Wales) Act 2015.

Certification Status:

We are actively working towards formal ISO 14001 certification. Our environmental management systems and procedures are operational and embedded in daily practice, and we maintain comprehensive documentation to demonstrate compliance with ISO 14001 requirements.

Evolve PMVA recognises the importance of protecting the environment and is committed to reducing the impact of its operations and carbon footprint wherever possible. Evolve PMVA aims to minimise any negative impact to the environment wherever possible.

Evolve PMVA considers all aspects of environmental management in accordance with BS EN ISO 14001:2015. Planning our work activities, implementing sustainable practices and reducing our environmental risks where practicable, and monitoring our performance in accordance with these principles.

Evolve PMVA works in compliance with legal requirements and obligatory regulations.

This policy outlines how we discharge our environmental responsibilities and continually monitor and improve our environmental impact.

Commitment

We aim to operate in a way that fosters environmental sustainability, minimises waste, reduces our energy consumption and supports sustainable practices across all areas of our business.

Our approach includes:

- Reducing unnecessary travel by planning courses efficiently and using digital communication for meetings and training where possible.
- Using 100% green energy where practicable, when working at client venues we will use energy responsibly and only when necessary.
- Minimising our waste that goes to landfill and increasing our recycling efforts.
- Minimising the use of paper through digital documentation and e-certificates
- Choosing local and sustainable suppliers wherever practical
- Complying with all relevant environmental legislation and standards
- Reviewing our performance and seeking continual improvement each year

Roles and Responsibilities

The Directors are responsible for implementing and reviewing this policy. All staff and tutors are expected to follow good environmental practice and report any concerns or ideas for improvement that they may have.

Environmental Objectives

We have set the following environmental objectives:

1. Reduce paper and printing use by at least 20 per cent within 12 months.
2. Increase use of digital materials for training and certificates.
3. Plan travel efficiently to minimise fuel use and Co2 emissions.
4. Review energy use at Evolve PMVA premises annually and identify opportunities to improve efficiency. Continue to purchase 100% Green Energy supply to Evolve PMVA premises.

Progress against these objectives will be discussed during regular management meetings and recorded in the Environmental Review Log. An annual Management Review will be conducted to measure our performance regarding these objectives and outline future environmental objectives for Evolve PMVA.

Monitoring and Review

We monitor our environmental performance through:

- Tracking travel and fuel use for training
- Measuring energy consumption
- Measuring Water consumption
- Reviewing paper and stationery purchases
- Monitoring waste and recycling activity
- Evaluating feedback from staff and clients on sustainability practices

Findings are reviewed annually and used to set new improvement actions.

Communication

This policy is available to all staff, tutors and clients.

It is shared during staff induction and is reviewed annually or sooner if significant operational or legal changes occur.